Understanding, Preventing, & Supporting Around Microaggressions

Naomi Nishi, PhD (she/her)
Assistant Dean, Diversity, Equity & Inclusion
College of Veterinary Medicine & Biomedical Sciences
Colorado State University
naomi.nishi@colostate.edu
Why microaggressions matter...
Group Commitments

• I will be present
• I will accept a lack of closure
• I will not ask someone to represent a group
Why microaggressions matter...
Understanding, Preventing, & Supporting Around Microaggressions

Naomi Nishi, PhD (she/her)
Assistant Dean, Diversity, Equity & Inclusion
College of Veterinary Medicine & Biomedical Sciences
Colorado State University
naomi.nishi@colostate.edu
Definitions

- Microaggression
- Oppressed/Marginalized group

<table>
<thead>
<tr>
<th>Social Identity</th>
<th>Privileged Groups</th>
<th>Oppressed/Marginalized Groups</th>
<th>Oppressive System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>White</td>
<td>People of Color</td>
<td>Racism/White supremacy</td>
</tr>
<tr>
<td>Gender</td>
<td>Cisgender (Men)</td>
<td>Women, Trans, Non-Binary</td>
<td>Sexism/Patriarchy</td>
</tr>
<tr>
<td>Gender</td>
<td>Cisgender (Men and Women)</td>
<td>Trans, Non-binary, gender nonconforming</td>
<td>Transphobia</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Heterosexual People</td>
<td>LGBTQ+ People</td>
<td>Heterosexism/ intersexism/ Homophobia/ Xenophobia</td>
</tr>
<tr>
<td>Class</td>
<td>Wealthy/A-upper class</td>
<td>Poor, Working-class, Un&lt;housed People</td>
<td>Abolition</td>
</tr>
<tr>
<td>Ability</td>
<td>Able-bodied, Neurotypical People</td>
<td>Disabled &amp; Diverse and Neurodiverse People</td>
<td>Ableism</td>
</tr>
<tr>
<td>Age</td>
<td>Young/Adults</td>
<td>Elders, youth, children</td>
<td>Ageism</td>
</tr>
<tr>
<td>Nationality (US)</td>
<td>Documented Citizen</td>
<td>Undocumented Non-citizen</td>
<td>Racialism</td>
</tr>
</tbody>
</table>
What is a Microaggression?

Microaggressions are subtle insults (verbal, nonverbal, and/or visual) directed toward [marginalized people], often automatically or unconsciously. (Solorzano, Ceja, & Yosso, 2000)

"Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative [othering] slights and insults toward [marginalized people]." (Sue, Capodilupo, Torino, Buccheri, Holder, Nadal, & Esquilin, 2007)
WE MEAN MICROAGGRESSIONS.
What is a Microaggression?

Microaggressions are subtle, explicit or implicit slights directed toward [mar] individuals that are often perceived as德州 unconsciousness. (Solorzano et al., 2002)
Microaggressions are subtle insults (verbal, nonverbal, and/or visual) directed toward [marginalized people], often automatically or unconsciously. (Solorzano, Ceja, & Yosso, 2000)
"Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative [othering] slights and insults toward [marginalized people]." (Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, & Esquilin, 2007)
## Definitions

<table>
<thead>
<tr>
<th>Social Identity</th>
<th>Privileged Groups</th>
<th>Oppressed/Marginalized Groups</th>
<th>Oppressive System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>White</td>
<td>People of Color</td>
<td>Racism/White Supremacy</td>
</tr>
<tr>
<td>Gender</td>
<td>Cisgender Males</td>
<td>Women, Trans, Non-Binary</td>
<td>Sexism/Patriarchy</td>
</tr>
<tr>
<td>Gender</td>
<td>Cisgender Males and Women</td>
<td>Trans, Non-Binary, gender nonconforming</td>
<td>Transphobia</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Heterosexual People</td>
<td>LGBTQ+ People</td>
<td>Heterosexism/Transphobia</td>
</tr>
<tr>
<td>Class</td>
<td>Wealthy/Upper-class</td>
<td>Poor, Working-class, Unhoused People</td>
<td>Colonialism</td>
</tr>
<tr>
<td>Ability</td>
<td>Able-bodied, Neurotypical People</td>
<td>Disabled &amp; Diverse People</td>
<td>Ableism</td>
</tr>
<tr>
<td>Age</td>
<td>Young/Adults</td>
<td>Elders, youth, children</td>
<td>Ageism</td>
</tr>
<tr>
<td>Nationality</td>
<td>Documented Citizen</td>
<td>Undocumented Non-citizen</td>
<td>Nationalism</td>
</tr>
</tbody>
</table>

### Race & Racism

- Microaggressions
- Types
Microaggression ➔ Oppressed/marginalized group

Negative impact
Harm
Systems of Oppression harm those oppressed

Racism harms people of color
HeteroSexism harms women and those who are LGTBTIQA+
Ableism harms those with diverse abilities and those who are neurodiverse
Classism harms those from low socioeconomic backgrounds
Definitions

<table>
<thead>
<tr>
<th>Social Identity</th>
<th>Privileged Groups</th>
<th>Oppressed/Marginalized Groups</th>
<th>Oppressive System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>White</td>
<td>People of Color</td>
<td>Racism/White Supremacy</td>
</tr>
<tr>
<td>Gender</td>
<td>Cisgender Men</td>
<td>Women, Trans, Non-binary</td>
<td>Sexism/Patriarchy</td>
</tr>
<tr>
<td>Gender</td>
<td>Cisgender Men and Women</td>
<td>Trans, Non-binary, gender nonconforming</td>
<td>Transphobia</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Heterosexual People</td>
<td>LGBTQ+ People</td>
<td>Heterosexuality/Heterosexual Exclusion</td>
</tr>
<tr>
<td>Class</td>
<td>Wealthy/Upper-class</td>
<td>Poor, Working-class, Unhoused People</td>
<td>Ostracism</td>
</tr>
<tr>
<td>Ability</td>
<td>Able-bodied, Neurotypical People</td>
<td>Diverse &amp; Differently Abled People</td>
<td>Ableism</td>
</tr>
<tr>
<td>Age</td>
<td>Young/Adults</td>
<td>Elders, youth, children, Older</td>
<td>Ageism</td>
</tr>
<tr>
<td>Nationality (USA)</td>
<td>Documented Citizen</td>
<td>Undocumented Non-citizen</td>
<td>Naturalization</td>
</tr>
</tbody>
</table>

Race & Racism

Microaggressions

Types
Types of Microaggressions

Microassault
Using a racial, ableist, or heterosexist slur

Microinsult
You're so articulate!
Where are you really from?

Stealth
Ignoring
Avoiding eye contact

Microinvalidation
I didn't mean it like that.
**Figure 1**

Categories of and Relationships Among Racial Microaggressions

**Racial Microaggressions**
Commonplace verbal or behavioral indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative racial slights and insults.

**Microinsult**
(Often Unconscious)
Behavioral/verbal remarks or comments that convey rudeness, insensitivity and demean a person’s racial heritage or identity.

**Microassault**
(Often Conscious)
Explicit racial derogations characterized primarily by a violent verbal or nonverbal attack meant to hurt the intended victim through name-calling, avoidant behavior or purposeful discriminatory actions.

**Microinvalidation**
(Often Unconscious)
Verbal comments or behaviors that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person of color.

**Environmental Microaggressions**
(Macro-level)
Racial assaults, insults and invalidations which are manifested on systemic and environmental levels.

**Ascription of Intelligence**
Assigning a degree of intelligence to a person of color based on their race.

**Second Class Citizen**
Treated as a lesser person or group.

**Pathologizing cultural values/communication styles**
Notion that the values and communication styles of people of color are abnormal.

**Assumption of Criminal status**
Presumed to be a criminal, dangerous, or deviant based on race.

**Alien in Own Land**
Belief that visible racial/ethnic minority citizens are foreigners.

**Color Blindness**
Denial or pretense that a White person does not see color or race.

**Myth of Meritocracy**
Statements which assert that race plays a minor role in life success.

**Denial of Individual Racism**
Denial of personal racism or one’s role in its perpetuation.
Microassault

Using a racial, ableist, or heterosexist slur
Microinsult

You're so articulate!

Where are you really from?
Microinvalidation

I didn't mean it like that.
Stealth

Ignoring
Avoiding eye contact

(Nishi, 2021)
Definitions

<table>
<thead>
<tr>
<th>Social Identity</th>
<th>Privileged Groups</th>
<th>Oppressed/Marginalized Groups</th>
<th>Oppressive System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>White</td>
<td>People of Color</td>
<td>Racism/White Supremacy</td>
</tr>
<tr>
<td>Gender</td>
<td>Cisgender Men</td>
<td>Women, Trans, Non-binary</td>
<td>Sexism/Patriarchy</td>
</tr>
<tr>
<td>Gender</td>
<td>Cisgender Men</td>
<td>Trans, Non-binary</td>
<td>Transphobia</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Heterosexual People</td>
<td>LGBTQ+ People</td>
<td>Heterosexism/ Homophobia</td>
</tr>
<tr>
<td>Class</td>
<td>Wealthy/Oppressor</td>
<td>Poor</td>
<td>Exclusion</td>
</tr>
<tr>
<td>Ability</td>
<td>Able-bodied, White People</td>
<td>Disabled &amp; Neurodiverse People</td>
<td>Ableism</td>
</tr>
<tr>
<td>Age</td>
<td>Young/Adult</td>
<td>Elders, youth, children</td>
<td>Ageism</td>
</tr>
<tr>
<td>Nationality (USA)</td>
<td>Documented Citizen</td>
<td>Undocumented Non-citizen</td>
<td>Naturalization</td>
</tr>
</tbody>
</table>
Understanding, Preventing, & Supporting Around Microaggressions

Naomi Nishi, PhD (she/her)
Assistant Dean, Diversity, Equity & Inclusion
College of Veterinary Medicine & Biomedical Sciences
Colorado State University
naomi.nishi@colostate.edu
Microaggression or not?

- I will share a comment
- Hold up a post-it:
  - Red: Microaggression
  - Green: not a microaggression
  - Yellow: Not sure
• I will share a comment
• Hold up a post-it:
  • Red: Microaggression
  • Green: not a microaggression
  • Yellow: Not sure
Microaggression?

You look nice today; did you come from court?

I don't see race or gender, I just see people.

You should smile more.

I can't pronounce your name; do you have an American one?

Using the wrong pronouns
You look nice today; did you come from court?
Why is there an elevator at the gym? Aren't we here to work out?
Using the wrong pronouns
You should smile more.
I don't see race or gender, I just see people.
I can't pronounce your name; do you have an American one?
Microaggression or not?

- I will share a comment
- Hold up a post-it:
  - Red: Microaggression
  - Green: not a microaggression
  - Yellow: Not sure
Understanding, Preventing, & Supporting Around Microaggressions

Naomi Nishi, PhD (she/her)
Assistant Dean, Diversity, Equity & Inclusion
College of Veterinary Medicine & Biomedical Sciences
Colorado State University
naomi.nishi@colostate.edu
A Script for Responding

Thank you for trusting me enough to share this with me.

I apologize for harming you. You shouldn't have to experience this.

I'm going to learn from this and do more research and I will do better in the future.
References


A Script for Responding

Thank you for trusting me enough to share this with me.

I apologize for harming you. You shouldn't have to experience this.

I'm going to learn from this and do more research and I will do better in the future.
Understanding, Preventing, & Supporting Around Microaggressions

Naomi Nishi, PhD (she/her)
Assistant Dean, Diversity, Equity & Inclusion
College of Veterinary Medicine & Biomedical Sciences
Colorado State University
naomi.nishi@colostate.edu
Resources

email Naomi: naomi.nishi@colostate.edu

CSU: Implicit Bias Reporting System: https://biasreporting.colostate.edu/

Office of Inclusive Excellence: https://inclusiveexcellence.colostate.edu/
Understanding, Preventing, & Supporting Around Microaggressions

Naomi Nishi, PhD (she/her)
Assistant Dean, Diversity, Equity & Inclusion
College of Veterinary Medicine & Biomedical Sciences
Colorado State University
naomi.nishi@colostate.edu